### SECTION X

### ASSESSMENT OF EMPLOYMENT PRACTICES (IDENTIFICATION OF OTHER PROBLEM AREAS)

An in-depth analysis has been made of the division's workforce and job groups to identify areas where potential problems have or might occur. The results of the analyses are as follows:

- 1. Workforce Composition: The job group analysis, which included an availability analysis and the corrective action by the establishment of placement goals, is located elsewhere.
  - Females represent 46.03% of the workforce of the division. (females = 29 out of 63 total employees)
  - Minorities represent 66.67% of the workforce of the division. (minorities = 42 out of 63 total employees)
  - In order to ascertain whether there existed a concentration of minorities or females in our workforce, the percent minorities and females in the division's workforce was compared to the percentage representation in the City of Huntsville's (City) entire labor force.
  - It was determined that minorities comprise 27.46% of the City's overall labor force and females 22.72%. With minorities comprising 66.67% and females 46.03% of the City's Public Transit Division's workforce, this data shows that we have a much higher percentage of minorities and females in our workforce as compared to the City's suggesting a high concentration of both minorities and females in this division.
  - Upon review of our applicant data this period, of the 2,768 applicants that applied for job vacancies in this division (internal & external) and based on those who self-identified their race and gender, 1,726 (62.36%) were minorities and 999 (36.09%) were females. This shows that our efforts in the recruitment of minorities and women to fill job vacancies were successful. Our minority applicant pool also helps to explain why we have such a high percentage of minorities comprising our workforce.

The Public Transit Division is committed to recruiting and hiring qualified and conscientious individuals to provide transportation assistance to the general public. As such, we select qualified applicants for employment without regard for the applicant's protected status. For operational purposes and so that we maintain the continuity of our services, our ultimate goal is to recruit, train and retain individuals once they have been hired into the division. Selection procedures are under continuous review by

the Equal Employment Officer and are conducted in accordance with the City of Huntsville's Personnel Policies and Procedures. Therefore, our overall goal is to continue to monitor our numbers and make adjustments in staffing as dictated by our operational needs. To help address concentration and upward mobility issues, it is our continued aim to ensure that Public Transit employees can avail themselves of interdepartmental transfer/promotion opportunities by doing the following:

- a. Continuing to ensure that job announcements from other departments within the City are posted as required.
- b. Ensuring that Public Transit employees are aware of training classes offered by the City of Huntsville to all of its employees, i.e., computer training classes conducted by the ITS department, by posting class dates and times for employees without computer access and varying work schedules to accommodate individuals desiring to take advantage of these courses.
- c. Conducting a survey within the division to obtain suggestions from staff as to how management can best assist them in the area of training and development. (To be done within the next 12 months)
- d. Equal Employment Officer to conduct training on how to prepare for a job interview interviewing skills and techniques. (To be done periodically for all staff and new hires as needed)

### 2. Recruitment Practices

### External Recruitment

Our career opportunities announcements (job announcements) open to the public are mailed to local churches, high schools, colleges/universities, vocational schools, technical colleges, rehabilitation centers, community action and civil rights organizations and the Alabama State Employment Service. These announcements are also posted in every department throughout the City of Huntsville, on the City's job line, and the City's public service announcements television channel (HSV1). When requested by the department head, job vacancies are also placed in newspaper ads, professional journals, etc. Additionally, the City of Huntsville's Human Resources Department initiated an on-line application process in January, 2008 (Neogov), which has extended our recruitment capabilities nationally. These various means of informing the public of employment opportunities with the City of Huntsville to include the Public Transit Division are done in an attempt to increase the number of qualified individuals who apply for job vacancies to include minority and female applicants.

Twenty-two (22) Career Opportunities Announcements (job announcements) were posted this period for the Public Transit Division. Of the 22 job announcements in this division, 6 (27.27%) were posted externally. These announcements were all for position vacancies in Job Group #5 and ran from January 1 – December 31 each year for 3 years. Over this three year period of time, we received a total of 2,691 applications - 1,715 applicants self-identifying as being a minority and 980 as female.

JG#	Position	Total #Applicants	#Minority Applicants	#Female Applicants
5	Fixed Route & Paratransi Drivers	2,691 t	1,715 (63.73%)	980 (36.42%)
	% Minority We	eighted Availability = 30 10%		

<sup>%</sup> Minority Weighted Availability = 39.10%

Based on the above data, we were successful in our external recruitment efforts to recruit both minority and female applicants for these positions.

### Internal Recruitment

Job announcements that are restricted to City employees or restricted to a specific department or division within the City of Huntsville can only be filled by individuals currently employed by the City of Huntsville. These announcements are posted within City departments as indicated on the job announcement. Those restricted to all City employees will be posted in every department throughout the City of Huntsville. Those restricted to a specific department will only be posted in the applicable department or division within a department.

This period, 16 (72.73%) of the 22 job announcements for the Public Transit Division were posted internally and restricted either to all City of Huntsville employees (3) or to the Parking & Public Transit department (13).

JG#	Position	Total #Applicants	#Minority Applicants	#Female Applicants
2	Fixed Route	2	**	
	Coordinato	r 5	2 (40.00%)	1 (20.00%)

Note: Job announcement closed 12/23/11. Applicant selected for promotion 01/23/12

<sup>%</sup> Female Weighted Availability = 51.20%

JG#	Position To	otal #Applicants	#Minority Applicants	#Female Applicants
2	Fixed Route Lead Driver	3	1 (33.33%)	1 (33.33%)
2	Paratransit Lead Driver	3	3 (100%)	
3	Public Transit Dispatcher Total # Job Ans	22 nouncements = 3	12 (54.54%)	10 (45.45%)
5	Fixed Route & Paratransit Dri Total # Job An	44 ver nouncements = 11	24 (54.54%)	20 (45.45%)

We were successful in our internal recruitment of minority and female candidates to fill job vacancies in Job Groups #3 and 5. However, our female employees showed no interest in either of the Lead Driver vacancies in Job Group #2 Paraprofessionals. The majority of our internal job announcements (11 out of 16 – 68.75%) were to fill positions for Fixed Route and Paratransit Drivers. This afforded many of our temporary part-time drivers an opportunity to obtain regular part-time or full-time status and regular part-time drivers were also able to obtain full-time status.

### 3. Selection Process

The entire selection process is monitored on a continuous basis by the City's Equal Employment Officer. Job Specifications (job descriptions) are reviewed to ensure that they are up to date and do not have unnecessary qualification requirements tending to discriminate against minorities and females. Likewise, application forms, job announcements, interview questions and any other selection procedures are reviewed and approved by the Equal Employment Officer prior to them being posted and/or put into use. Any problems and/or concerns noted are corrected at that time.

Job announcements are normally posted for two weeks with an opening and closing date, during which time applications are accepted. After the closing date, all applications are forwarded to the Equal Employment Officer for review prior to being sent to the hiring supervisor and/or manager. They are held until the review of all interviewing documents and/or selection procedures have been completed and approved, i.e., interview questions, testing procedures, etc. This is done in order to ensure that each applicant chosen for interview is being subjected to the

same selection evaluation procedures, which ensures fairness and consistency in our selection process. Prior to the interviews being conducted, the names of all applicants selected for interview must be submitted to the Equal Employment Officer for concurrence. In addition, the Equal Employment Officer randomly monitors the interview/selection process in the Public Transit Division. No inadequacies in the process have been noted to date.

Once a candidate has been selected for hire and a conditional job offer is made, he/she must submit to and satisfactorily complete a series of post job-offer screening procedures. The City of Huntsville conducts criminal background checks, driver license status, national data base search for sex offenders, employment and personal reference verifications, education and certifications/licensures verifications, credit reports, preemployment physicals and drug screens as required for the position. A combination of these are repeated again on all employees selected for promotion and/or transfer as appropriate for the position.

### 4. Personnel Activity

An analysis of the personnel activity in this division over the previous evaluation period (2012 – 2014) revealed that activity occurred in all areas, i.e., new hires, promotions, transfers, demotions, and terminations.

New Hires, Promotions, and Transfers

There were a total of 43 new hires, 6 promotions and 3 transfers in the Public Transit Division.

New Hires	Job Group#	# Hired	% of New Hires
Total = 43	5-Service Maintenance	43	100.00%

Job Groups 1-4 (Professionals, Paraprofessionals, Administrative Support, Skilled Craft Workers, and Officials & Administrators) experienced no hiring activity during this evaluation period. Job Group #5 with a placement goal set of 68.60% (12 persons) for females experienced the highest amount of hiring activity. A total of 27 minority (62.79%) and 25 (58.14%) female applicants were hired.

There were a total of 6 promotions this evaluation period involving Job Groups #2 Paraprofessionals (3), #3 Administrative Support (1), and #5 Service-Maintenance Workers (2). None contributed to our placement goal for females in Job Group #2. Two females received promotions within Job Group #5, which had no effect on the female placement goal for this group.

### **Promotions**

Total = 6 4 males promoted (66.67%) 2 Females promoted (33.33%)

(1 male promoted within JG #2; 2 males promoted from JG #5 to JG #2; 2 females promoted within JG #5 and 1 male Parking Cashier promoted from JG #3)

There were three (3) lateral transfers this period – two were made to Job Group #3 and one to Job Group #5. Two female Paratransit Drivers from Job Group #5, applied for and received lateral transfers to the position of Public Transit Dispatcher (Job Group #3). One male Public Transit Dispatcher from Job Group #3 received a departmental transfer to a Paratransit Driver position in Job Group #5. The two female transfers from Job Group #5 had a negative effect on our being able to meet the placement goal for females in this group.

Our impact ratio analysis this period revealed that there was no evidence of adverse impact for new hires and promotions. The number of transfers (3) was too small to be statistically significant for evaluation.

### **Demotions**

There were three (3) demotions this evaluation period all involving Job Group #5. Two were voluntary demotions and one was a departmental action taken against a Fixed Route Driver who lacked the proper passenger endorsement on their Commercial Driver's License to operate a Shuttle Bus. A minority male Paratransit Lead Driver (Grade 8) requested and received a demotion to a Paratransit Driver position (Grade 7). A non-minority Parking Enforcement Officer I, Grade 8 (Regular, Part-Time) was voluntarily demoted to Paratransit Driver, Grade 7, (Regular, Part-Time). A minority female Fixed Route Driver (Grade 8) was demoted to a Paratransit Driver position (Grade 7) for lack of the proper credentials as mentioned above. This demotion also had a negative effect on our placement goal for females in Job Group #5.

### **Terminations**

Our records indicate that we had a total of thirty-six (36) terminations this evaluation period (2012 – 2014) all from Job Group #5 (100%).

Of these terminations, nineteen were females (52.78%) and seventeen were males (47.22%) – 21 minorities (58.33%) and 15 non-minorities (41.66%). Further analysis of these terminations indicated that there were 29 (80.56%) voluntary and 4 (11.11%) involuntary terminations this period. Of the 4 discharges, 3 (75.00%) were minorities and 1(25.00%) was a non-minority.

Based on a review of the individual termination transactions by the Equal Employment Officer with emphasis being placed on the involuntary terminations (discharges), it has been determined that the Public Transit Division is in full compliance with the City of Huntsville's Personnel Policies and Procedures Manual in this area. Our impact ratio analysis this period revealed that there was no evidence of adverse impact for terminations.

(See Section XIII – Employment Practices Charts for Hiring, Promotions, Transfers, Demotions, Terminations, and Impact Ratio Analysis Worksheets)

### 5. Training

Extensive training is required for the following positions within the Public Transit Division: Paratransit Driver, Fixed Route Driver, and Public Transit Dispatcher.

Prior to being allowed to operate their vehicles independently, all Paratransit and Fixed Route Drivers receive training that is specific to the duties the driver is expected to perform in that position. Each section – Paratransit and Fixed Route – has a New Driver Training Checklist. This checklist follows the new driver from the first day of orientation until the completion of training. This training covers departmental policies and procedures, vehicle orientation and operating procedures, use of equipment, customer service, passenger assistance techniques to include appropriate assistance for passengers having diverse disabilities, routes and service practices, Smith System Training, etc. Driver training is conducted by the appropriate Coordinators (Paratransit or Fixed Route), Lead Drivers (Paratransit or Fixed Route), and trustworthy experienced Paratransit or Fixed Route Drivers.

Smith System Training teaches drivers to drive defensively and to be aware of and manage the space around them at all times. This training module is taught initially and is repeated approximately every other year or after an at-fault accident has occurred.

In addition to one-on-one monitoring and personal training by a supervisor or another experienced driver, video training on safety is also conducted. Drivers are required to watch videos on the following topics: Winter Driving, Steps to Take at an Accident, Watching Out, Coaching the Van Driver, Guarding Against Infection, S-Series Transit Operational Video, Doing it Right (The Sure-Lok Wheelchair Securement & Occupant Restraint Systems Training Program), and Transporting Passengers With Special Needs: A Coaching Program.

Training is not considered complete and no driver can operate independently until he/she has demonstrated competency in performing the essential job functions of the position. At the time training is fully completed the New Driver Training Checklist is signed by the supervisor and the driver and placed in the driver's departmental file.

Public Transit Dispatchers receive training in the correct operation of the telephone call center and the software used to reserve travel for Handi-Ride customers, how to dispatch trips to drivers, and how to manage driver schedules so that all customers receive service in a timely manner. Training for Public Safety Dispatchers is conducted by other experienced dispatchers, the Administrative Services Supervisor and the Public Transit Manager.

### 4. Compensation

The City of Huntsville has a well defined policy in its Personnel Policies and Procedures Manual regulating salary administration and is applicable to all of its departments. The City's compensation system is reviewed and adjusted periodically as determined necessary by the Human Resources Department. The Public Transit Division is governed by this policy.

(See Employment Practices – Personnel Policies and Procedures, Section 7-Classification Plan and Section 8-Salary Administration)

### Conclusion:

As stated previously, the Public Transit Division is a small, but stable division. We will continue to monitor and identify problem areas and develop plans for corrective action as we continue forward.

### **SECTION XI**

### ACTION-ORIENTED PROGRAMS

The City of Huntsville which includes its Public Transit Division, has instituted action programs to eliminate identified problem areas and to help achieve established goals and objectives. These programs include:

- Reviewing all job descriptions to ensure they accurately reflect job functions, knowledge, skills and abilities, education, experience, and special credentials required thereby establishing a consistent standard for selection from among all candidates for employment or promotion.
- Making job descriptions available to all members of management involved in the recruiting, screening, selection and promotion processes. Up-to-date job descriptions are available on the City's intranet as well as available to employees and applicants for employment via the City of Huntsville website.
- Evaluating the total selection process to ensure freedom from bias through:
  - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
  - b. Evaluating selection methods to ensure that they are jobrelated and consistent with business necessity;
  - c. Training personnel and management staff on proper interview techniques;
  - d. Monitoring of the hiring, promotion and other selection activities by the Equal Employment Officer to ensure that equal opportunities are afforded minorities and women; and
  - e. Training in EEO for management and supervisory staff.
- Using techniques to improve recruitment and increase the flow of minority and female applicants. The City of Huntsville presently undertakes the following actions:
  - a. Including the EEO statement in all recruitment advertising;
  - b. Placing help wanted advertisements, when appropriate, in local minority news media and women's interest media;
  - c. Disseminating information on job opportunities to organizations representing minorities, women and employment development agencies when job opportunities occur;
  - d. Disseminating information on job opportunities to the Alabama State Employment Service, local high schools, colleges and universities when job opportunities occur;

- e. Participating in minority job fairs as feasible to increase our pool of qualified minority candidates;
- Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
  - a. Communicating promotion opportunities by posting Career Opportunities Announcements (job announcements) in a conspicuous place at their work site, on the City of Huntsville job line and website;
  - b. Initiating on-the-job training programs wherever possible;
  - c. Conducting employee performance evaluations; and
  - d. Providing clearly define job descriptions

### **SECTION XII**

### INTERNAL AUDIT AND REPORTING SYSTEM

The Equal Employment Officer has the responsibility for developing and preparing the formal documents of the Equal Opportunity Status Report for the City of Huntsville/Public Transit Division. The Equal Employment Officer is responsible for the effective implementation of the Plan; however, responsibility is likewise vested with the department head, managers and supervisors of this Division. The Public Transit's audit and reporting system is designed to:

- Measure the effectiveness of the Equal Employment Opportunity Program;
- Document personnel activities;
- Identify problem areas where remedial action is needed; and
- Determine the degree to which the Public Transit Division's goals and objectives have been obtained.

The following personnel activities are reviewed to ensure nondiscrimination and equal employment opportunity for all individuals:

- Recruitment, advertising, and job application procedures;
- Hiring, promotion, transfers, demotions, terminations
- Compensation practices
- Job assignments, job classifications, job descriptions

The following documents are or will be maintained as a component of the City's internal audit process:

- An applicant flow log showing the name, race, sex, date of application, position applied for, interview status and the action taken for all individuals applying for job opportunities;
- Summary data of applicant flow by identifying, at least, total applicants, total minority applicants, and total female applicants for each position;
- Summary data of external job offers and new hires, promotions, transfers, demotions and terminations by job group and by sex and minority group identification;
- Maintenance of employment applications (Neogov, the City's online application system allows for permanent maintenance and retrieval of all applications for employment) and;
- Records pertaining to the City's compensation system.

- Records of all disciplinary actions will be reviewed and maintained, i.e., disciplinary actions resulting in termination, suspension, demotion, etc. by sex and race.
- Records of all EEO complaints (harassment and/or discrimination)
  received from employees of and applicants to the Public Transit
  Division based on race, color, religion, sex (including sexual
  harassment), national origin, age, mental or physical disability,
  military or veteran status.

Additionally, the Public Transit Division's internal audit system will include a quarterly status review and report by job group of the Division's progress toward meeting its EEO/AAP responsibilities. During quarterly reporting, the following will occur:

- Managers and supervisors of the Public Transit Division will be asked to report any current or foreseeable EEO problem areas and will be asked to outline their suggestions/recommendations for solutions. If interim problems arise, the manager or supervisor is to report problem areas immediately to the Equal Employment Officer.
- The Equal Employment Officer will discuss any problems relating to applicant or employee complaints, EEO charges, etc., with the Director of Public Transit.
- The Equal Employment Officer will report the status of the Public Transit Division's Equal Opportunity Plan (AAP) goals and objectives to the Director of Public Transit and recommend remedial actions to improve performance.
- Quarterly progress will be made available to and reviewed with all levels of management.

### **Special Note Regarding Subcontractors:**

The City of Huntsville's Public Transit Division does not contract out any transit provider services (there are no sub-contractors that provide public transportation for the local transit system). Any other contracts follow Federal Transit Laws, Title 49, United States Code, Chapter 53, Third Party Required Contract Clauses. All applicable contracts will have the contractor's certification of compliance on Civil Rights (Title VI, ADA, and EEO) as required under MA Section 13.

### **SECTION XIII**

### EMPLOYMENT PRACTICES CHARTS & IMPACT RATIO ANALYSIS

APPLICANT SUMMARY DATA 2012 - 2014

Closing Appoint	Announg		2 til. 401	77	Water 44																ľ	
400	Mimbo	1	anii gor	200	- [1		1.								- 1		Females	S	i			
Date	NUMBER	iden i		droup	۱=	ψ.	aje	White	Black His	s A/Pi	AI/AN	G.	No Race	White	Black	His A	A/PI AI	AI/AN C	Oth Ro	No Race	No ID	Sex UnID
12/23/11	*3227	8700	Fixe	2	2	4	П	П	2				1	1		-						
01/19/12	3231	8700		5	m	7	П	1	1					1		-	-			-		
02/26/12	3235	8700	Fixed Route Lead Driver RD	2	3	2	1	1	eri					Н								
02/29/12	3247	8700		5	4	3	1	2	₩							-	-					
03/08/12	3250	8700	Fixed Route Driver RD	2	2	0	2							-		-						
03/23/12	3255	8700	Public Transit Dispatcher RCOH	3	7	4	က	ന	-					П	2				+		Ī	
04/27/12	3268	8700	Fixed Route Driver RCOH	5	2	0	2								7		<u>                                      </u>	-		-		
05/21/12	3281	8700	Paratransit Lead Oriver RD	2	m	m			3								1	-	+			
07/12/12	3300	8700	Public Transit Dispatcher RCOH	3	12	7	2	4	2		П				4				-			!
08/23/12	3314	8700		5	7	2	2	m	2					€-1	-		-		-			
11/29/12	3340	8700		2	9	3	3		e e						2	-			-		-	
12/31/12	6032	8700	Paratransit Driver (Reg PT) Continuous E	S	522	330	182	123	185 8	2	1	10	П	49	123	m	-		m	m	9	2B, 2W
12/31/12	6049	8700	Fixed Route		293	196	92	72	103 9	m	m	2	4	31	54		-		m	m	2	1B, 2W
01/17/13	3353	8700	Fixed Route Driver RD	-5	1		1							М					-			
04/03/13	3377	8700		2	5	4	1	1	3						₽				-			
08/01/13	3417	8700		2	9	4	2	П	က					-	<del></del>	-		-	+		T	
09/25/13	3441	8700	. 1	5	1	1			-	_						-		-				
12/31/13	6032	8700	Paratransit Driver (Reg PT) Continuous E	'n	969	390	289	154	214 7	-	5	5	4	82	193	2		1	7	4	12	3B, 2W
12/31/13	6049	8700	Fixed R	2	350	235	108	93	130 5		m	4		34	- 67	-	Н	1	m	Н	3	3B, 1W
06/10/14	3520	8700	Public Transit Dispatch	m	33	П	2		1			í		1	П							1
11/04/14	3567	8700		2	7	7	Z.	П	1					2	2		-		<u></u>			
12/31/14	6032	8700		2	592	352	529	127	184 10	2	2	16	00	62	152	4		3	9	2	2	3B. 3W
12/31/14	6049	8700	Fixed Route Driver (Temp PT) Continuous	П	330	- 61	8	1	-	7			,			-						3
			TOTAL APPLICANTS	1	2768	1705	1012	+	+		0	1 2	4 5	500	7 5	- ;	-	7 2	7 :		-	
					8	3	7707	+	_	$\perp$	OT	1	P.	467	000	7	n	+	22	13	53	22
		RD	Restricted to Department														-	+	+			
		RC	Restricted to City										İ			-	+					
		ш	External													1		+	1			
	.  -  -  -											-			1		-		-			
	"Applicant	selected	"Applicant selected for promotion 01/23/12	1												H					-	
		$\prod$						†		1												İ
							-									+	-					
										_							-	-				

APPLICANT SUMMARY DATA - INTERNAL AND EXTERNAL RECRUITMENT BY JOB GROUP 2012 - 2014

Closing Announc	Announc	-	Job Title	dot	Total	Total # Apolicants	cants			Σ	Maloc									-	-	
											<u> </u>						remales			İ	+	2
Date	Number Dept	Dept		Group	Total	Male F	emale	Female White Black His	3lack		PI AI/A	NOT	A/PI AI/AN Oth No Race	White	Black		A/PI A	AI/AN	Oth	No Race N	- CI 9N	Nex Clai
ĺ			JOB GROUP #2							·		-										
12/23/11	3227	8700	Fixed Route Coordinator RD	7	5	4	Н	H	2			+	-								-	
02/26/12	3235	8700	Fixed Route Lead Driver RD	7	33	2	-	-	-					-				+		-		
05/21/12	3281	8700		2	3	33			23					1			+			-	1	
			TOTAL APPLICANTS		11	6	7	2	9			-		2			-				1	-
												-									1	
			JOB GROUP #3															T			+	
03/23/12	3255	8700	Public Transit Dispatcher RCOH	3	7	4	8	m	1	_				-	2		-				+	
07/12/12	3300	8700	Public Transit Dispatcher RCOH	m	12	7	2	4	2	-	-			-	4		+			- -	$\dagger$	
06/10/14	3520	8700	Public Transit Dispatcher (RD)	m	3	₩	2	_	1		-			-	-		+	1		+	+	
į			TOTAL APPLICANTS		22	12	10	7	4		П	-		ı m	_						$\dagger$	İ
																	-				+	Ī
			JOB GROUP #5			i				-						T	+	İ	1.	-	-	
01/19/12	3231	8700	Fixed Route Driver RD	5	m	2	H	H				-		_		1	+			-	+	
02/29/12	3247	8700	Fixed Route Driver RD	22	4	м	-	2	-	-				(	-		+			+	+	
03/08/12	3250	8700	Fixed Route Driver RD	'n	7	0	2			-				4-	-	+	+	+		+	+	
04/27/12	3268	8700	Fixed Route Driver RCOH	2	2	0	2			-					7		+	1			+	T
11/29/12	3340	8700		2	9	m	m		m						2	-			+	i	+	
12/31/12	6049	8700	Fixed Route Driver (Temp PT) Continuous E	2	293	196	92	72	103	9	m	7	4	31	54		-	-	c	~	10	7410
01/17/13	3353	8700		2	-		1		-	-	ļ			;   <del>-</del> -	;		4		ור	0	$\top$	), Z VV
04/03/13	3377	8700	Fixed Route Driver RD	5	ı,	4	1	Н	m	_					-		+	+			-	T
08/01/13	3417	8700		2	9	4	2	<del></del>	m					H	-	-	-		+			
09/25/13	3441	8700		2	1	Н			1			<u> </u>						-	-		+	1
12/31/13	6049	8700	Fixed Rou	2	350	235	108	93	130	2	m	4		34	29	7	-	-	~	-	38	11/4/
11/04/14	3567	8700	Fixed Route Driver (RD)	2	7	7	5	1	<b>←</b>	_		_		2	2	-			, -	+		
12/31/14	60049	00/8	Fixed Koute	2	238	157	80	55	95	1 1	-	4	F	7.4	51	H	-	7	12	-	+	
08/23/12	3314	8700			7	2	2	3	2					П			-			-	_	
12/31/12	6032	8700		5	522	330	182	123	185	8	П	12	F	49	123	m	-		E7	6	6 7R	WC 1
12/31/13	6032	8700	Paratransit Driver (Reg PT) Continuous	2	969	390	289	154	214	7 1	. 22	2	4	82	193	7		-	7			3B. 2W
12/31/14	5032	8/00	Paratransit	2	_	-	229	-	-	10 2		16	œ	62	152	4		m	9			, 3W
			IOIAL APPLICANTS		2735	1684	1000	633	926 4	40	17	41	18	289	651	12		7	25	13 2	29	22

# TERMINATIONS - PUBLIC TRANSIT DIVISION JANUARY 1, 2012 - DECEMBER 31, 2014

		FEMALES			MALES		Grand
JOB GROUP	Minority	Minority Non-Minority	Total	Minority	Minority Non-Minority	Total	Total
1 Professionals							
2 Paraprofessionals							
3 Administrative Support							
4 Skilled Craft Workers							
5 Service-Maintenance Workers	12	7	19	6	00	17	36
6 Officials & Administrators							
Total Terminations							36

			55 Amications	0[																					
	Tabk	ES.	13	-																					
	Te	Separations	Disciplinary Actions	Promotions		9000																			
																							ļ		
	Co. Incom								°		Marie about														
	ates Baumer		Ì						0		Profession of														
	American's dess. Nature Bramin e- se Algadan Nature Pacific fallender			•	·				0		democrate incline. The confidence on												6		
- 1										Penalè													0		
	THE CONTRACT								٥		A Parameter	ĺ													–
	Det nin an Moonth	91							12		Mach reflects	-		e e			7		4	<u> </u>			72		10000000
		9			-				1		4		-						-	m			^		
12	Modu (Sealer Whee								0																 
	Brotaire Hender Mady 6								0		A Commission of the Commission												Û		
	Index Team I								0		index four														
	Street and Holgan Better New Jan en	-					·		-														ö		
	Wednesd									 No.							= -						0	,-	A. /** Martin . N
1	Phagman	9							40		- Commont				-		- 4		PP1	ш			21		
	Shed America	10							m2	. ,									m	- · · ·			an an		
والمراجزة	- 27				<u> </u>		8	Y 7 (5)		 Decparer	White			· *	, ************************************	Ė		_							
- 1	Be. /Stinicity	Resignation	RAMBOLE	Responses in unit	Termination Disc.	Ossembleet Haumemates	Reductions in fundi-	Trauerfer	Total	Decipiers, schools	Assubliative	Locatte	Proceed Proper or	10-day Suspension w. cost- Fav	6-de-Suspermun Woods Re.	France Stragensonnie (d. 1927)	3-Day Sausperviou W, out, early	1-day Suigenaton Water Pay	Merchan Marches	arod Warming	Actement	Re-crytod	Total		

1 Termination for Medical Reasons (White Male) - Included above
1 Death (Black/African American Male) - Not included above

Separations				Male							Female	a		
į		Black / African	<u>.</u> -		American Indian or Alaskan	Native Hawiian or Pacific	Mul <del>it</del>	:	Black / African	<u>:</u>		American Indian or Alaskan	Native Hawiian or Pacific	Multi
Kace/Ethnicity	White	American	HISD	Asian	Native	Islander	Kacial	White	American	Hisp	Asian	Native	Islander	Racial
Resignation	22.86%	17.14%	0.00%	0.00%	0.00%	0.00%	0.00%	17.14%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retirement In Lieu Of Termination	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%
Termination/D iscipline	0.00%	2.86%	0.00%	0.00%	%00.0	00:00%	0.00%	2.86%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%
Disability Retirement	%00:0	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	0.00%
Reduction in force (RIF)	%00'0	0.00%	%00:0	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	%00'0	0.00%	0.00%	0.00%	%00.0
Transfer	%00'0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00:0	0.00%	%00:0	0.00%	0.00%
Total	22.86%	22.86%	0.00%	0.00% 0.00%	0.00%	0.00%	0.00%	20.00%	34.29%	0.00% 0.00%	0.00%	0.00%	0.00%	0.00%

Disciplinary Actions				Male							Female			
Race/Ethnicity	White	Black / African American	Hisp	Asian	American Indian or Alaskan Native	Native Hawiian or Pacific	Multi Racial	White	Black / African American	Hisp	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Multi Racial
Discharge	0.00%	1.82%	%00:0	0.00%	0.00%	0.00%	0.00%	1.82%	3.64%	0.00%	%00:0	0.00%	0.00%	0.00%
10-day Suspension w/out Pay	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	1.82%	5.45%		0.00%	%00.0	0.00%	0.00%
6-day Suspension w/out Pay	%00.0	1.82%	0:00%	0.00%	0.00%	%00:0	0.00%	%00.0	%00.0	0.00%	0.00%	%00:0	0.00%	0.00%
5-Day Suspension w/out Pay	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3-day Suspension w/out Pay	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	1.82%	3.64%	%00.0	0.00%	0.00%	0.00%	0.00%
1-day Suspension w/out Pay	0.00%	00:0	0.00%	0.00%	0.00%	0.00%	0.00%	%00'0	5.45%	0.00%	0.00%	%00.0	0.00%	0.00%
Written Warning	5.45%	5.45%	0:00%	0.00%	0.00%	0.00%	0.00%	1.82%	7.27%	0.00%	0.00%	0.00%	0.00%	0.00%
Verbal Warning	10.91%	10.91%	0.00%	0.00%	0.00%	0.00%	0.00%	5.45%	23.63%	0.00%	0.00%	0.00%	0.00%	0.00%
#REF!														
Reserved	%00.0	0.00%	%00.0	%00'0	0.00%	0.00%	%00.0	%00.0	0.00%	%00'0	%00'0	0.00%	0.00%	0.00%
Reserved	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	%00.0	%00:0	0.00%	%00'0	%00.0	0.00%	0.00%	0.00%
Total	16.36%	21.82%	%00.0	0.00%	0.00%	0.00%	0.00%	12.73%	49.09%	0.00% 0.00%	0.00%	0.00%	0.00%	%00.0

## PROMOTIONS - PUBLIC TRANSIT DIVISION JANUARY 1, 2012 - DECEMBER 31, 2014

		FEMALES			MALES		Grand
JOB GROUP	Minority	Non-Minority	Total	Minority	Minority Non-Minority Total Minority Non-Minority	Total	Total
1 Professionals							
2 Paraprofessionals					2	က	m
3 Administrative Support				-			1
4 Skilled Craft Workers							
5 Service-Maintenance Workers		2	2				2
6 Officials & Administrators							
Total Promotions							9

	Mutatheni	Propie ad											- Personal de la company de la							c	
											-	4									
	States Musical at Fredie 14	Brokenbell											- The state of the								
		N Promettee									-										
	Ammont pales of	Pro.mound									- 1.						<u> </u>				
										5										6	
2 4 100000 1 1 1000000											¥Ĭ									o	
2 100.000 5 1 16.000 6		a hemothar			 							7									or select
The following of the control of the							,					100									me m.
100.006   100.		-	16.67%	100,000								A Company									
		Anades	19	re jit					1		1.			1	, N	-					- manage
		The Phatmastree	2 100.00	0,000					2 40.00												
Para linearia  for 4:  for 4:  for 4:  for 5:  for 6:		Spirite			 			- 1	lin					2		2		V-y-	 	U1	

Job Group #2 Paraprofessionals - I male applicant unidentified by race

Promotions %							2	Male						
Race/Ethnicity	X	White	Black	Black / African American	His	Hispanic	Asian Isla	Asian Pacific Islander	Americal Alaska	American Indian or Alaskan Native	Native H	Native Hawiian or Pacific Islander	Multi	Multi Racial
	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Applied	Applied	Total Promoted
JG #1 - Professionals	%00:0	0.00%	%00.0	%00.0	0.00%	%00.0	0.00%	0.00%	%00:0	0.00%	0.00%	%00:0	%00:0	0.00%
JG #2-Para Professionals	10.53%	33.33%	31.58%	16.67%	0.00%	0.00%	0.00%	00:00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%
Job Group #3 - Admin Support	15.79%	0.00%	5.26%	16.67%	0.00%	0.00%	0.00%	0:00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0
JG #4 - Skilled Craft Workers	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00'0	0.00%	0.00%
JG #5 - Scv- Maintenance Workers	0.00%	%00.0	0.00%	20.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%
JG #6 - Officials & Administrators	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%
0	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	%00.0	0:00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00:0	0.00%	0.00%	0.00%	%00'0	0.00%
0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	26.32%	33.33%	36.84%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00'0	0.00%

Promotions %								Female						
Race/Ethnicity	<b>*</b>	White	Black Am	Black/African American	His	Hispanic	As	Asian	Americar Alaska	American Indian or Alaskan Native	Native F Pacific	Native Hawiian or Pacific Islander	Multi	Multi Racial
	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted	Applied	Total Promoted
JG #1 - Professionals	0:00%	0.00%	%00:0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	00.0
JG #2- Paraprofessiona Is	10.53%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	%00.0	%00:0	0.00%	0.00%	0:00%	0.00%	0:00%
Job Group #3 - Admin Support	5.26%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%
JG #4 - Skilled Craft Workers	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00'0	0.00%	0:00%	%00.0
JG #5 - Scv- Maintenance Workers	10.53%	33.33%	%00:0	%00.0	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%
JG #6 - Officials & Administrators	0.00%	0.00%	%00.0	0.00%	0.00%	%00.0	%00.0	0.00%	%00'0	0.00%	%00'0	0.00%	0.00%	0.00%
0	0:00%	0.00%	%00.0	0.00%	0.00%	0.00%	%00'0	%00'0	%00'0	0.00%	%00:0	0.00%	0.00%	0.00%
0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00:0	%00:0	%00:0	0.00%	0.00%	0.00%	0.00%	0.00%
0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	%00:0	0.00%	%00:0	0.00%	0.00%	0.00%
0	%00:0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00'0	0.00%	0.00%	%00:0	0.00%	0:00%	%00:0
Total	26.32%	33.33%	10.53%	%00:0	0.00%	%00.0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	0.00%	%00:0

### NEW HIRES - PUBLIC TRANSIT DIVISION JANUARY 1, 2012 - DECEMBER 31, 2014

JOB GROUP Minor		LEMATEG			MALES		Grand
1 Professionals	nority	Minority Non-Minority	Total	Minority	Minority Non-Minority	Total	Total
						:	
2 Paraprofessionals							
3 Administrative Support							
4 Skilled Craft Workers							
5 Service-Maintenance Workers 17	17	œ	25	10	8	18	43
6 Officials & Administrators							
Total New Hires							43

The first state of the first sta		No. of the Control of	F
	\$500°0		2000
	0	0 0	0
	*	•	Z
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
9000	0.000		
	,		0
	2		
	3500	The state of the s	1 100
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			
e e			,
1000	3,000		3.000
194			0 0
do do literary	9		
Appeless 6			
1.1 (d)	100		1988
10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2		22
Accepted A Accepted A			3
116 (S02) 1			
		The state of the s	2597 2
	8		252
		Cheralis Che	A the state of the
Here a, e. H. Louis d'Amer, e. H. Louis d'Amer, e. H. Louis d'Amer, e. Louis d'Amer, e. L. Louis d'Amer, e. L. Louis d'Amer, e. Louis d'		Partie e Barriero. Se é Debasonais Je eo Partieros Barrieros	And the state of t

Hiring %								Male						
Race/Ethnicity	White	ite	Black / African American	African ican	Hispanic	ınic	Asian	an	American Indian or Alaskan Native	Indian or Native	Native Hawiian or Pacific Islander	awiian or slander	Multi	Multi Racial
	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired
JG #1 - Professionals	%00.0	%00.0	%00'0	%00:0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
JG #2- Paraprofessionals	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Group #3 - Admin Support	00:00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
JG #4 - Skilled Craft Workers	%00'0	%00.0	%00.0	%00:0	0.00%	%00.0	%00.0	%00.0	0.00%	00.00%	0.00%	0.00%	%00.0	0.00%
JG #5 - Scv- Maintenance Workers	23.92%	18.60%	34.92%	23.26%	1.53%	0.00%	0.34%	0.00%	0.65%	0.00%	%00:0	0.00%	1.57%	0.00%
JG #6 - Officials & Administrators	0.00%	0.00%	%00'0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	%00.0	%00'0	0.00%	%00:0	%00.0
0	%00'0	%00.0	%00.0	%00.0	0.00%	%00.0	%00.0	%00.0	%00.0	%00.0	%00.0	0.00%	%00:0	0.00%
0	0.00%	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	0.00%	%00:0	%00.0
0	0.00%	0.00%	%00:0	%00.0	%00:0	%00:0	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	%00.0
0	0.00%	%00.0	%00:0	%00.0	%00:0	%00:0	%00:0	%00.0	0.00%	%00:0	0.00%	0.00%	%00.0	0.00%
Total	23.92%	18.60%	34.92%	23.26%	1.53%	0.00%	0.34%	0.00%	0.65%	0.00%	0.00%	0.00%	1.57%	0.00%

Hiring %							Female							
			Black /	Black / African			Asian Pacific	'acific	American Indian or Alaskan		Native Hawiian or Pacific	lawijan		
Race/Ethnicity	White	ite	American	rican	Hispanic	anic	Islander	der	Native	ve	Islander	der	Multi Racial	kacial
	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired	Applied	Hired
JG #1 - Professionals	0.00%	%00:0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #2- Paraprofessionals	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Job Group #3 - Admin Support	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #4 - Skilled Craft Workers	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #5 - Scv- Maintenance Workers	10.81%	18.60%	24.53%	39.53%	0.42%	0.00%	0.11%	0.00%	0.27%	0.00%	0.00%	0.00%	9.92%	0.00%
JG #6 - Officials & Administrators	00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	%00'0	0.00%	%00:0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0.00%	%00.0	0.00%	%00.0	%00.0	%00'0	%00.0	%00:0	%00.0	%00.0	%00.0	%00.0	0.00%	0.00%
0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%
Total	10.81%	18.60%	24.53%	39.53%	0.42%	%00.0	0.11%	%00.0	0.27%	0.00%	0.00%	0.00%	0.92%	0.00%

## TRANSFERS - PUBLIC TRANSIT DIVISION JANUARY 1, 2012 - DECEMBER 31, 2014

		FEMALES			MALES		Grand
JOB GROUP	Minority	Minority Non-Minority	Total	Minority	Minority Non-Minority	Total	Total
1 Professionals							
2 Paraprofessionals							
3 Administrative Support	2		2		i		2
4 Skilled Craft Workers							
5 Service-Maintenance Workers				1		₩	⊣
6 Officials & Administrators							
Total Transfers			:				m
							J

		120																					-								
		Strausformed															1	2													
	Hants form!	Tauskermed																and a second											0		
													c				1 2											-			
		Creek Spelma			$\vdash$							-		-																	
	and Library	Than, Steam Service of the constituted			-	-							-									ļ		-	-	-		<del> </del>	-		
	haby, Hawaga sy Piceli, Libraige	Ban farm				-																ļ		_		L		<u> </u>	-		
	1	Applied																													
	and in	a played				NOO'B							O CODE								,										
	American miner of ellection Larges	Vo. St. md . M.a. physical Applied.						-					-										-								
	Spilitary (Inches					-							-								-						-	-		-=-	
		80 68									-																-				
	1	ff.amblemet																													
	Afens	Torrofense											-		4																
																					-		ļ					,			
		a Appeal			ļ	-			-		<u> </u>						- Parades	1							ļ						
. 1	-	STareforms.	_							-			٥				Complete					_						-			
	Michigan	Sund mid						}																							
		editor:											o															-			
						5000							0.0001				all all all all all all all all all all			-30 J+	Į.					ļ.,		6			
	- Application	STrends and											ó							~											
	Pick : Many America	Trestafarra																													
		phie																										"			
		Sept. Area Append			- 1	6							0,000%							0.00								100			
		1 157012	_				-	 																				-	 		
	4	Titenferid											*							~											
		0-10-9														7	987									22.					
			Krose, semels	Pirazonasio mis	Ich Group, #5 -	D-88 - 21/20-0	JG WC - YOU-	JO 46 - Offerule 8 Ad alers - Days					<b>1</b>		Auneflez	-		JC +il - Poolegyonsk	jG#L Pangeoles. o *els.	Jub Group #3 - 1 Admir.: sport	IG at A Stilled Coff Workard	N. ab - S.c. Nen anan.e	St. 45 Officers:					100			

Transfers %							Male	_ _e_						
			Black /	Black / African			Asian	Asian Pacific	Americar	American Indian or	Native	Native Hawiian or		
Race/Ethnicity	\$	White	Ame	American	Hisp	Hispanic	Islar	Islander	Alaska	Alaskan Native	Pacific	Pacific Islander	Multi Racial	acial
		Total		Total		Total		Total		Total				Total
	Applied	Trans	Applied	Trans	Applied	Trans	Applied	Trans	Applied	Trans	Applied	Total Trans	Applied	Trans
JG #1 - Professionals	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00'0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	%00.0
JG #2-Para professionals	0.00%	%00.0	%00'0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Job Group #3 - Admin Support	26.67%	0.00%	20.00%	0:00%	0.00%	0.00%	%00.0	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #4 - Skilled Craft Workers	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	0:00%	0:00%	0:00%	0.00%
JG #5 - Scv- Maintenance Workers	0.00%	0.00%	%00.0	0.00%	0.00%	%00'0	%00.0	0.00%	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%
JG #6 - Officials & Administrators	%00.0	0.00%	0.00%	0.00%	0.00%	%00'0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0:00%	0.00%
0	%00:0	%00'0	0.00%	0.00%	0.00%	0.00%	%00:0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
0	%00:0	0.00%	%00.0	0.00%	%00.0	%00.0	0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%
0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%
0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0
Total	26.67%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	%00.0	6.67%	0.00%	0.00%	%00'0	0.00%	0.00%
ŀ	-													
rans =   ransterred	irred													

Transfers %							Female							
			_						American Indian or Alaskan	n Indian skan	Native Hawiian or Pacific	lawijan cific		
Race/Ethnicity	8	White	African	African American	His	Hispanic	As	Asian	Native	ive	Islander	der	Multi Racial	Racial
	Applied	Total	Applied	Total Trans	Applied	Total Trans	Applied	Total Trans	Applied	Total Trans	Applied	Total Trans	Applied	Total Trans
JG #1 - Professionals	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #2-Para professionals	0.00%	0.00%	0.00%	0.00%	0.00%	00:00%	0.00%	0.00%	0.00%	%00.0	0.00%	0.00%	00:0	0.00%
Job Group #3 - Admin Support	13.33%	0.00%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0:00%
JG #4 - Skilled Craft Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00:0	0.00%	0.00%	0.00%	%00:0
JG #5 - Scv- Maintenance Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JG #6 - Officials & Administrators	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00	0.00%
0	%00.0	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	
0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	%00.0	0.00%
0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	%00.0	%00'0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0.00%	0.00%	0.00%	00:00%	0.00%	0.00%	%00.0	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	
Totaí	13.33%	0.00%	33.33%	100.00%	0.00%	0.00%	%00'0	0.00%	0.00%	%00.0	0.00%	%00.0	0.00%	

S
SE
S
S
ш
O
0
œ
Δ.
V E
2
$\vdash$
S
0
1
Ø
_
> S
>
IAL
ž
4
~
0
F
4
RA
$\vdash$
O
⋖
_
<u>-</u>
МР

	يم			~	1		Γ	T	Τ		П			Г									-		-
	UGES	EQ&A	Q-21	(PASS)	S	(NOTE)	L																		
	DEGREE UGESP	ADVERSE Q&A	IMPACT Q-21	(*/**)	<u>                                     </u>	(NOTE)																			
				_																Z.				MPACT.	
	AFFECTED	JOB GROUP /	DEPARTIMENT		d	(+4)														DRMATIC				VERSE II	
İ		PROT.	POT'L D	AFFECT			П	-		$\vdash$									OF AD	NAL INFO	% D > 11.	<u>-</u> - <b>5</b>		E OF AD	
	UAL #C				-	(N-O)	_					_							IDENCE	ADDITIO	K < 80%	025);	2.0 ).	EVIDENC	
	EXPECT ACTUAL # OF	# OF	PROT.	SELS.		(+E)	_												S NO EV	ED FOR	FICANT	E(L<0.	E(M>=	TES NO E	
,	EXPE	# 0 #	PROT.	SELS.	2	(J*D)													ADICATE	LCULAT	Y SIGNIE	CHANC	CHANC	INDICAT	
TOTAL TRUCESSES	STS	STD	DEV		<u> </u>  -	(>= 2.0)													IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF AD	IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.	IF COLUMN R = (*) ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT ( K < 80% & P >= 1 0 );	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( L < 0.025 );	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( M >= 2.0 ).	IF COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.	
	STATISTICAL TESTS																		JF SELE(	Rough	OT STAT	ING ON	ING ON	NOF SEL	
	STATIS	FISHER	EXACT			6) (< 0.025)				38.9%		<u> </u>							SUTION (	ANSLTH	ACT IS N	OCCURR	OCCURR	RIBUTION	
		80 %	RULE		\\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	(< 80%)	¥	××	××	L.	X/S	N/A	Ϋ́						I DISTRIE	N COLUI	RSEIMP	PACT IS	PACT IS	EN DISTI	
-		GROUP	RATE		]	(G/F)				1.7%							51/10/10		I/A, THEN	0%, THE	(*) ADVE	ERSE IM	ERSE IM	ASS, TH	
		PROT.	RATE		+	(E/D)	-			1.7%							REPURI DA1ED 01/01/15		MNK=N	MNK < 8	MN R	(T) ADVI	(**)	MNS=P	
	NON-	PROT.	RATE		<u> </u> 	(C/B)				1.7%						1 1 1		NOTES:	IF COLU	IF COLU	IF COLU			IF COLU	
	_	TOTAL	SELS.		9	(C+E)	0	0	0	43	0	0	0		43		_								-
		TOTAL T	POOL S		1		ő	0	0	2479	0	0	0		2479										
-	$\exists$				4	(INPUT) (INPUT) (INPUT) (B+D)	٥	0	0	27		i			22										
	OCKS	PROTECTED	L SELS.			JU) (INP	0	0	0	1563					1563	<u>!</u>	DINISION .								
	DATA INPUT BLOCKS		POOL			(INPL	0	0	0	16 1					16, 1										
	DATA IN	NON-PROTECTED	SELS.		0	(INPUT	0	0	0							4		lires	2014						
		NON-PF	POOL		-	(TNPUT)				916					916	) 		New Hires	2012-2014						
					1		#1	#2	#3	#5						COMBANY NAME: City of Districting District Transit District	NI C								
		JOB GROUP /	DEPARTMENT		A	E	Job Group #1	Job Group #2	Job Group #3	Job Group #5						NA VIVA	201 120	ESS:	ö						
	_	JOB	DEPA			(INPUT)	Jop	Job	qor	용						2	5	PROCESS	DATES						_

U
П
U
U
Ш
C
0
Ω
۵
п
5
b
ď
C
TALTIVE D
U.
W
S   S >
>
>
> I V N
>
ANAIV
ANAIV
ANAIV
VIANA CITA
RATIO ANALY
RATIO ANALY
RATIO ANALY
RATIO ANALY
RATIO ANALY
VIANA CITA

DATA INPUT BLOCKS NOW STATISTICAL TESTS EXPECT ACTUAL # OF AFFECTED DECREE LIGERS	NON-PROTECTED PROTECTED TOTAL TOTAL PROT. GROUP 80% FISHER STD # OF # OF PROT. JOB GROUP /	POOL SELS. POOL SELS. POOL SELS. RATE RATE RATE RULE EXACT DEV PROT. PROT. POTL DEPARTMENT	SELS. SELS. AFFECT (***) (PASS)	"	(INPUT) (INPUT) (INPUT) (INPUT) (B+D) (C+E) (C/B) (E/D) (G/F) (< 80%) (< 0.025) (>= 2.0) (J*D) (+E) (N-O) (+A) (NOTE) (NOTE)	0 0 0 0 0 WA	oup #2 0 0 0 0 0 0 N/A	0 0 0 0 0	1660 18 980 25 2640 43 1.1% 2.6% 1.6%	0	A/M	O O	1660 18 980 25 2640 43	COMPANY NAME: City of Huntsville - Public Transit Division	S: New Hires (Male vs. Female Hires)	2012-2014 IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF AD	IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.	IF COLUMN R = (*) ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT ( K < 80%, & p >= 1 0 y	AND AND THE PROPERTY OF THE PR	( ) ADVENDE IMPACT IS OCCURRING UNLIKELT BY CHANCE (L < 0.123 );	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE (M >= 2.0 ).	F COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.
	JOB GROUP /	DEPARTMENT		A	(INPUT)	Job Group #1	Job Group #2	Job Group #3	Job Group #5					COMPANY NAME: Cit	PROCESS:	DATES:						_

U
U
U
ď
č
THE COLD
Ω
Ω
ш
1
71 L W
-
C
۵
1
u.
_
\$ 1 S >
_
4
N
C
F
RATI
F C I
A
-
2

	ds	_	_	SS)	8	Ē										Γ					
	DEGREE UGESP	SE Q&	T Q-2	(PASS)		(NOTE)	_	-													
	DEGRE	ADVERSE Q&A	IMPACT Q-21	(*,*,*)	-R	(NOTE)															
	AFFECTED	JOB GROUP /	DEPARTMENT		0	(+¥)												IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.	1.0);	ž.	IF COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.
	# OF	PROT.	POT'L	AFFECT	1	(O-N)	0		0								OF AD	ONAL IN	6.8.P.>=		CE OF AI
	TUAL #		PROT. P	SELS. A	0		-		0								VIDENCE	R ADDITI	(K < 809	0.025); = 2.0).	EVIDEN
	EXPECT ACTUAL	# OF				(÷E)	-		0	_							ES NO E	TED FO	IFICANT	Ä(L </td <td>TES NO</td>	TES NO
S	EXP.	±0 #	PROT.	SELS.	N-N-	(C. T.)											NDICATI	\LCULA	Y SIGN	CHANG	NDICA
PROCESSES	TESTS	STD	DEV			(>= 2.0)											IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF AD	SH P ARE CA	IF COLUMN R = (*) ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT (K < 80% & P >= 1.0 );	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( L < 0.025 ); (**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( M >= 2.0 ).	SELECTIONS
	STATISTICAL TESTS	FISHER	EXACT		-	(< 0.025)											ION OF SEI	L THROUG	IS NOT SI	URRING U	JION OF 8
POSITIVE	ST	% 08	RULE		¥	(%08 >)	33.3%	N/A	0.0%	N/A	N/A	N/A	N/A				STRIBUT	SOLUMNS	E IMPACT	OT IS OCC	DISTRIBL
POS		GROUP	RATE			(G/F)	30.0%	14.3%	100.0%						/01/15		, THEN D	6, THEN C	ADVERS	SE IMPA(	SS, THEN
		PROT. (	RATE		1	(E/D)	16.7%	33.3%							DATED 01		N K = N/A	N K < 80%	NR= (3	") ADVER ") ADVER	NS = PA
ANALYSIS	NON-	PROT. P	RATE R		  -	(C/B) (F	50.0%	%0.0	100.0%						REPORT DATED 01/01/15	NOTES:	IF COLUM	IF COLUM	IF COLUM		IF COLUIN
ATIO AN	z	TOTAL P	SELS. R		-5-	(C+E)	က	1	2	0	0	0	0	9							
RAT					-		10	7	7	0	0	0	0	9							
IMPACT	П	TOTAL	Pool			(B+	-	-	0		-	$\dashv$		2							
I M P	SS	PROTECTED	SELS.		 	(INPU	9	60	0					6	rision						
	TBLOCI	PRO	Pool		4	(INPUT)									ransit Div						
	DATA INPUT BLOCKS	FECTED	SELS.		<del>ا</del>	(TOWN	2	0	2					4	- Public T	Suo	4				
	۵	NON-PROTECTED	POOL S		-B	(INPUT) (TUPUT) (TUPUT) (TUPUT)	4	4	2					 10	Huntsville	Promotions	2012-2014				
		_	<u>ш</u>			9	21	က္က	150		1				∷ City of	_	•4				
	_	JOB GROUP /	DEPARTMENT		¥ 	(INPUT)	Job Group #2	Job Group #3	Job Group #5						COMPANY NAME: City of Huntsville - Public Transit Division	PROCESS:	DATES:				

ú	
ш	
Û	
Ú	
Ш	ļ
ŧ	
C	
0	
0	
2	ļ
FIRE	
-	
U	
C	
	į
1	
0	
U	
>	
V	
2	
<	
_	
-	
Ē	
OIT	
Ω	
<u> </u>	
T C V	֡
4	
2	
2	

								  -	;   -			TANK TANKERS						
	DATA	DATA INPUT BLOCKS	ocks	1			NON			STA	STATISTICAL TESTS	TESTS	EXPECT	EXPECT ACTUAL # OF	# OF	AFFECTED	DEGREE UGESP	UGESP
JOB GROUP /	NON-PROTECTED		PROTECTED		TOTAL T	TOTAL	PROT.	PROT.	GROUP 80 %		FISHER	STD	# 0 #	# OF	PROT.	JOB GROUP /	ADVERSE Q&A	O&A
DEPARTMENT	POOL SELS.	. POOL	L SELS.		POOL S	SELS. F	RATE	RATE	RATE	RULE	EXACT	DEV	PROT.	PROT.	POTL	DEPARTMENT	IMPACT Q-21	Q-21
													SELS.	SELS.	AFFECT		(,)	(PASS)
A	_B			4	<u> </u>	9	<u> </u> <del> </del>	1	<u> </u>	-K	   	W	  - 	0	4	Q	-R	-S-
(INPUT)	(INPUT) (INPUT) (INPUT) (INPUT) (B+D)	T) (INPL	(F	(T)		(C+E) (	(C/B)	(E/D)	(G/F)	(< 80%) (< 0.025)	(< 0.025)	(>= 2.0)	(J. D)	( <del>E</del>	(N-0)	(+A)	(NOTE)	(NOTE)
Job Group #2	6	8	2	0	11	6	33.3%	0.0%	27.3%	0.0%			0		0		1	
Job Group #3	4	-	೯	0	7	-	25.0%	%0.0	14.3%	0.0%			0	0	0			
Job Group #5	0	0	2	7	2	2		100.0%	100.0%	N/A								
		$\dashv$			0	0				N/A								
				_	0	0				N/A								
		_			0	0				N/A								i
					0	0				N/A								
																j		
	13	4	7	2	20	9												
COMPANY NAME: City of Huntsville - Public Transit Division	r of Huntsville - Put	olic Transil	t Division				REPORT	REPORT DATED 01/01/15	1/01/15									
PROCESS:	Promotions (Male vs. Female)	s (Male	vs. Fe	male)			NOTES:											
DATES:	2012-2014						IF COLUI	NN K = N/	, THEN DI	ISTRIBUTI	JA OF SEL	IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF AD	CATES !	JO EVIDER	ICE OF AD			
							IF COLU	MN K < 805	%, THEN C	CLUMNS	- THROUG	H P ARE CAL	CULATED	FOR ADD	ITIONAL IN	IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.		
							IF COLUI	NN R = (	) ADVERS	E IMPACT	IS NOT ST	IF COLUMN R = (") ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT ( K < 80% & P >= 1,0 );	SIGNIFIC	ANT (K <	80% & P >=	1.0 );		
								(**) ADVEF (**) ADVEF	RSE IMPA( RSE IMPA(	CT IS OCC	URRING U.	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( L < 0.025 ); (**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( M >= 2.0 ).	HANCE (	L < 0.025 ) M >= 2.0 ).	u-			
							IF COLUI	MNS=PA	SS, THEN	DISTRIBU	TION OF S	ELECTIONS	NDICATE	S NO EVID	ENCE OF A	IF COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.		

(I)
Ш
SES
Ø
ROCES
-
9
Q
$\sim$
<u>a</u>
Ш
$\geq$
$\vdash$
EGA
m
ш
Z
- 1
i
r)
r)
SIS
YSIS -
ANALYSIS -
ANALYSIS -
ANALYSIS -
FIO ANALYSIS -
FIO ANALYSIS -
FIO ANALYSIS -
IO ANALYSIS -
I RATIO ANALYSIS -
I RATIO ANALYSIS -
CT RATIO ANALYSIS -
ACT RATIO ANALYSIS -
PACT RATIO ANALYSIS -
ACT RATIO ANALYSIS -

GROUP / N-PROTECTED  ARTMENT POOL SELS.  A	PROTECTED POOL	Τ		TOTAL	NON-			STATISTICAL TESTS	AL TESTS		EXPECT ACTUAL	ACTUAL	# #	AFFECTED	DEGREE UGESP	UGESP
GROUP / N-PROTECTED ARTMENT POOL SELS.  A	PROTECTEE			_												
ARTMENT POOL  —A.——— —B.—— NPUT) (INPUT)  2012-201 60  0  0			TOTAL			7.	GROUP	% 08	FISHER	STD	# OF	# 0F	PROT.	JOB GROUP /	ADVERSE	Q&A
A (INPUT) 2012-201 60 0		SELS.	POOL	SELS.	RATE	RATE	RATE	RULE	EXACT	DEV	PROT.	PROT	POT'L	DEPARTMENT	IMPACT	Q-21
NPUT) (INPUT) 2012-201 60 0											SELS.	SELS.	AFFECT		(**/*)	(PASS)
(INPUT) (INPUT) 60 0 0	4	1	1	9-	<u> </u>	1	1	¥	   	M	  - 	0	4	0	-R	-S-
2012-201 60 0	(INPUT)	(INPUT)	(B+D)	(C+E)	(C/B)	(E/D)	(G/F)	(< 80%)	(< 0.025)	(>= 2.0)	(J*D)	(+E)	(N-O)	(+A)	(NOTE)	(NOTE)
0 0	1 39	15	66	36	35.0%	38.5%	36.4%	91.0%							⊢	
	0 0	0	0	0				A/A								
	0	0	0	0				A/N								
			0	0				N/A								
			0	0				N/A								
			0	0				N/A								
			0	0				N/A								
			0	0				N/A	i							
			0	0				N/A								
			0	0				A/N								
			0	0				N/A								
			O	0				N/A								
			0	0				N/A								
			0	0				A/A					Г			
			0	0				N/A								
			0	0				N/A								
										1						
TOTAL 60 21	39	15	68	38	SOURCE DATA:		Termination Log Sheets	Log Sheet	TO SE							
						DATED 01/01/15	01/15									
COMPANY NAME; City of Huntsville - Public Transit Division	Public Trar	ısit Divisi	nc		REPORT DATED XX-XX-XX	DATED XX	-xx-xx-									
PROCESS Terminations					NOTES:											
DATES 2012 - 2014					IF COLUM	NK=N/A,	THEN DIS	STRIBUTIC	N OF SEL	ECTIONS	INDICATE	S NO EVIC	DENCE OF	IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPA	_	
					IF COLUM	N K < 80%	, THEN C	1 SNWOTC	. THROUG	H P ARE (	CALCULAT	TED FOR A	DDITIONA	IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.	_•	
					IF COLUM	N R =	ADVERSE	: IMPACT I	IF COLUMN R = (*) ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT (K < 80% & P >= 1.0 );	ATISTICAL	LY SIGNI	FICANT (K	( < 80% & F	٠ >= 1.0 );		
					ŧ	*) ADVER	SE IMPAC	T IS OCCL	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( L < 0.025 );	ILIKELY B	Y CHANC	E(L<0.02	55 );			
					*)	*) ADVER	SE IMPAC	T IS OCCL	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( M >= 2.0 ).	ILIKELY B	Y CHANG	E ( M >= 2.	0)	,		
					IF COLUM	NS=PAS	S, THEN	JISTRIBUT	TION OF SE	ELECTION	IS INDICA	TES NO EN	VIDENCE C	IF COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.	ACT.	

IMPACT RATIO ANALYSIS ... NEGATIVE PROCESSES

TAG	DATA INPLIT BLOCKS	SK S					302		1	O HOTHWAY	OTO IT	·厂	1000					1
		2		Ī			2		o <b>L</b>	OLATIOTICAL IEOLO	4 IES S		EAFECT ACTUAL	ACI UAL	<u></u>	AFFECTED	DEGREE	Jense Person
JOB GROUP / N-PROTECTED	N-PROTECT		PROTECTED	٥	TOTAL	TOTAL	PROT.	PROT.	GROUP	% 08	FISHER	STD TD	# OF	# OF	PROT.	JOB GROUP /	ADVERSE	Q&A
DEPARTMENT	POOL	SELS.	POOL	SELS.	POOL	SELS.	RATE	RATE	RATE	RULE	EXACT	Λ	PROT.	PROT.	POTL	DEPARTMENT	IMPACT	Q-21
													SELS.	SELS.	AFFECT		<b>(</b>	(PASS)
	-B-	۲	-	4	1	þ	<u> </u> 	1	-	¥	-	 	N N	0	  -	-J	<u>                                     </u>	8
(INPUT)	(INPUT)	(INPUT)	(INPUT)	(INPUT)	(B+D)	(C+E)	(C/B)	(E/D)	(G/F)	(< 80%)	(< 0.025)	(>= 2.0)	(J*D)	(+E)	(N-O)	(+A)	(NOTE)	(NOTE)
JG #5 2012-2014	50	17	50	19	100	36	34.0%	38.0%	36.0%	89.5%								
JG#5	0	0	0	0	0	0				A/A								
JG#5	0	0	0	0	0	0				¥ <sub>N</sub>								
					0	0				N/A								
					0	0				N/A								
i					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A								
					0	0				N/A						:		
					0	0				N/A								
					0	0				N/A								
TOTAL	50	17	20	19	100	36	SOURCE DATA:		Termination Log Sheets	Log Sheet	yo,							
							8	' DATED 01/01/15	/01/15									
COMPANY NAME; City of Huntsville - Public Transit Division	City of Hun	tsville - F	ublic Tra	nsit Divis	ion		REPORT	REPORT DATED XX-XX-XX.	C-XX-XX.									
PROCESS	Terminations (Males vs. Females)	ns (Males	s vs. Fem	ales)			NOTES:											
DATES	2012 - 2014	4					IF COLUI	AN K = N/A	, THEN DI	STRIBUTIC	N OF SEL	ECTIONS	INDICATE	S NO EVIC	JENCE OF	IF COLUMN K = N/A, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPA		
							IF COLUI	/IN K < 80%	6, THEN C	1 SNWOTC	.THROUG	H P ARE (	SALCULAT	ED FOR A	DDITIONA	IF COLUMN K < 80%, THEN COLUMNS L THROUGH P ARE CALCULATED FOR ADDITIONAL INFORMATION.		
							IF COLUA	IF COLUMN R = (*) ADVERSE IMPACT IS NOT STATISTICALLY SIGNIFICANT ( K < 80% & P >= 1.0 );	ADVERSE	: IMPACT I	S NOT ST,	ATISTICAL	LY SIGNIF	FICANT (K	< 80% & F	o >= 1.0 );		
							~	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE ( L < 0.025 );	SE IMPAC	TIS OCCL	JRRING UN	ILIKELY E	Y CHANCI	Ξ (L < 0.02	;2 );			
							_	(**) ADVERSE IMPACT IS OCCURRING UNLIKELY BY CHANCE (M >= 2.0 ).	SE IMPAC	TIS OCCL	IRRING UN	«LIKELY B	Y CHANG	≣(M>=2.	o).			
						_	IF COLUM	AN S = PAS	SS, THEN!	USTRIBUT	TION OF SE	ELECTION	IS INDICAT	TES NO EV	/IDENCE C	IF COLUMN S = PASS, THEN DISTRIBUTION OF SELECTIONS INDICATES NO EVIDENCE OF ADVERSE IMPACT.	ACT.	

# DECEMBER 1, 2012 - DECEMBER 31, 2014

JOB GROUPMinorityNon-Minority1 Professionals2 Paraprofessionals3 Administrative Support4 Skilled Craft Workers4 Skilled Craft Workers1				MALEO		Grand
1 Professionals 2 Paraprofessionals 3 Administrative Support 4 Skilled Craft Workers 5 Service-Maintenance Workers	n-Minority	Total	Minority	Total Minority Non-Minority Total	Total	Total
2 Paraprofessionals 3 Administrative Support 4 Skilled Craft Workers 5 Service-Maintenance Workers						
3 Administrative Support 4 Skilled Craft Workers 5 Service-Maintenance Workers					:	
4 Skilled Craft Workers 5 Service-Maintenance Workers						
5 Service-Maintenance Workers						
	1	1	-	1	2	ന
6 Officials & Administrators						
Total Demotions						m

Note: 2 demotions due to departmental action - 1 WF, 1BM 1 WM transferred from Parking Division taking a demotion to Paratransit Driver - Voluntary Demotion